



THE EFFECTS OF WORKLOAD AND ROLE CONFLICT TOWARDS  
EMPLOYEE WORK-LIFE BALANCE IN GM KLANG SDN. BHD.

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## **ABSTRACT**

Work-life balance is gaining an attention and interest as people are aware in having a quality work life. It becomes an issue in today's competitive world as the organization want to become sustain in global. Work-life balance can be defined as the level of satisfying that employee perceived from the work and non-work life. Hence, the purpose of this study is to identify what are the effects of workload and role conflict towards employees' work-life balance in wholesale business company in Malaysia. This research is quantitative research which used questionnaire in collecting the data. The data successfully collected from 55 respondents in GM Klang Sdn. Bhd. by using convenience sampling technique. After that, all the data were analyzed and interpreted by using Statistical Package for the Social Sciences (SPSS) software. The result shows that from pearson correlation analysis, the strength of association of the workload and role conflict are weak. Meanwhile, regression analysis shows that there is a negative and significant relationship between workload and work-life balance. However, the relationship between role conflict and work-life balance is a negative relationship but not significant. Additionally, the most significant independent variables towards work-life balance is workload